

**VIGO COUNTY COUNCIL**  
**Minutes**  
**Monday November 23, 2015 at 5:00 P.M.**  
**Council Chambers, Vigo County Annex**

**Pledge of Allegiance**

John Moats, Chief Deputy Sheriff, called the meeting to order and led the Pledge of Allegiance.

**Calling of the roll**

**Present:** Bill Thomas, Ed Ping, Kathy Miller, Mike Morris, Rick Burger, Tim P. Curley.

**Absent/Excused:** Mark Bird.

**Corrections to the journal of the preceding meeting, if needed**

None were presented.

**Public comment**

President Rick Burger summarized the job study process. He explained that it establishes a foundation for the future.

Councilwoman Kathy Miller thanked everyone for input and feedback regarding the compensation study. Ms. Miller feels the plan is a good one and has benefits that outweigh the current step and grade system.

Councilman Tim Curley appreciates the hard work everyone has done and feels the new system is good for Vigo County. He wants to hear from employees and feels there are issues that can be tweaked in the future.

Councilman Ed Ping asked that it be clarified that the study categorized “like” positions that will be compensated equally and fairly in order to follow the Fair Labor Standards Act. President Burger explained that this has been done and there are a handful of positions still in the process because the job descriptions were turned in late.

Councilman Bill Thomas stated the Council has put in numerous hours. This is a foundation and he feels this is a very good system. There will be a review process if there is concern about a classification. He is very much in favor of the Salary Ordinance.

Councilman Mike Morris stated this is a salary schedule used by other Indiana counties as well as the State. The process was started in September of 2014 and has not been hurried through, it has followed procedures step by step. Mr. Morris thanked the elected officials for the many hours of work they put in on this project. Mr. Morris also voiced his support for the adoption of the Salary Ordinance.

Mary Rider, Chief Deputy Clerk stated it was her understanding that questions were going to be answered and hers did not get answered.

Pam Lovellette, Harrison Township Assessor Chief Deputy, explained her comments have nothing to do with her salary, but rather the other employees in her office. She feels the Council is making decisions based on what they have been told and have not actually looked into issues themselves. She would like to know what the process will be to make changes to the employee’s category placement. President Burger explained there will be no changes until the next budget process which begins in May or June of 2016.

David Weger stated the Council is about to pass a Salary Ordinance for elected officials referring to Indiana Code 36-2-14-15. However, that Indiana Code does not state what the Salary Ordinance states regarding the salary of the Coroner. Mr. Weger further made a point that Coroner's position is not less important than any other elected official such as the Recorder or Surveyor. He also pointed out the less than pleasant duties the Coroner must perform, and yet the Council wants to pay her less money.

Rob Roberts, Chief Deputy Prosecutor commended the Council. One concern is future increases, especially with those employees that have been employed for many years and who's salary is already above the recommended salary. In addition, they may not see any raise in the future if their longevity is at the maximum. He feels the employees would like to hear what options there may be in the future so that they don't see a zero increase.

Kellie Wellum, Vigo County Clerk's office, asked Councilman Bill Thomas what he meant in his email response to her stating "the Council wasn't trying to hurt anyone by amending the Salary Ordinance in September, that this was an unintended consequence." Ms. Wellum asked what changed his mind. Ms. Wellum also addressed President Burger's earlier comment that she had a choice to accept the position in the Clerk's office with a lower salary. She agrees that she did, however in the past, when a lateral move was made, the salary stayed the same. Kellie commented regarding the feelings of some other employees. It is understood that the grade and step system has flaws, but at least the employees had something to see the potential of a salary increase. With the new compensation plan, there is nothing to see after 2016. Also, the Council said over and over that the grade and step system had flaws and it would get fixed, but it never did. That is why employees are apprehensive when the Council now says flaws in the new system can be fixed.

Don Yarbrough II, Vigo County Jail Correctional Officer, appreciates the Council treating the Correctional Officers fairly and bringing them up to be equal with the other employees.

#### **Communications from elected officials of the County**

There were none.

#### **Communications from other officials or agencies**

There were none.

#### **Reports from standing committees**

There were none.

#### **Reports from select committees**

There were none.

#### **Ordinances relating to appropriations**

##### ***Personnel Committee***

##### ***Ordinance 2015-05 ~ Job Descriptions***

**Motion:** To approve, **Action:** Approve, **Moved by** Kathy Miller, **Seconded by** Bill Thomas.

**Vote:** Motion passed (**summary:** Yes = 5, No = 1, Abstain = 0).

**Yes:** Bill Thomas, Kathy Miller, Mike Morris, Rick Burger, Tim P. Curley.

**No:** Ed Ping.

##### ***Ordinance 2015-06 ~ Maintenance Plan***

**Motion:** To approve, **Action:** Approve, **Moved by** Bill Thomas, **Seconded by** Mike Morris.

**Vote:** Motion carried by unanimous roll call vote (**summary:** Yes = 6).

**Yes:** Bill Thomas, Ed Ping, Kathy Miller, Mike Morris, Rick Burger, Tim P. Curley.

*2016 Vigo County General Salary Ordinance*

Amendments were made to the General Salary Ordinance.

**Motion:** To amend, **Action:** Approve, **Moved by** Kathy Miller, **Seconded by** Tim P. Curley.  
Motion passed unanimously.

**Motion:** To approve amended General Salary Ordinance, **Action:** Approve, **Moved by** Kathy Miller, **Seconded by** Tim P. Curley.

Motion passed unanimously.

*2016 Vigo County Merit Officer Salary Ordinance*

Amendments were made to the Merit Officer Salary Ordinance.

**Motion:** To amend, **Action:** Amend, **Moved by** Bill Thomas, **Seconded by** Tim P. Curley.  
Motion passed unanimously.

**Motion:** To approve amended Merit Officer Salary Ordinance, **Action:** Approve, **Moved by** Kathy Miller, **Seconded by** Tim P. Curley.

Motion passed unanimously.

*2016 Vigo County Elected Officials Salary Ordinance*

Amendments were made to the Elected Officials Salary Ordinance.

**Motion:** To amend, **Action:** Amend, **Moved by** Mike Morris, **Seconded by** Tim P. Curley.

**Vote:** Motion passed (**summary:** Yes = 5, No = 1, Abstain = 0).

**Yes:** Bill Thomas, Kathy Miller, Mike Morris, Rick Burger, Tim P. Curley.

**No:** Ed Ping.

**Motion:** To approve amended Elected Officials Salary Ordinance, **Action:** Approve, **Moved by** Kathy Miller, **Seconded by** Bill Thomas.

**Vote:** Motion carried by unanimous roll call vote (**summary:** Yes = 6).

**Yes:** Bill Thomas, Ed Ping, Kathy Miller, Mike Morris, Rick Burger, Tim P. Curley.

**Honorary resolutions**

There were none.

**Resolutions relating to fiscal policies of the Council**

There were none.

**First reading by summary reference of proposed ordinances and resolutions**

There was nothing presented.

**Appointments**

There were none.

**Adjournment**

**Motion:** To adjourn, **Action:** Adjourn, **Moved by** Kathy Miller, **Seconded by** Tim P. Curley.

Motion passed unanimously.